

WCKY, WEBN, WKFS, WKRC, WLW, WSAI
EEO PUBLIC FILE REPORT
June 1, 2015 - May 31, 2016

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Integrated Media Solutions Provider	1-7, 9-10, 12-13, 16-27, 29-30, 32, 35-36, 38-39, 41-45	45
Digital Sales Coordinator	1-3, 5-6, 9-13, 17, 19, 24-28, 32-38, 41-45	13
Key Account Coordinator	1-2, 5-6, 9-13, 17, 19, 24-28, 32-37, 41-45	12
Integrated Media Solutions Provider	1-2, 5-6, 9-13, 17, 19, 24-28, 31-37, 41-45	31
Integrated Media Solutions Provider	1-2, 5-6, 9-13, 17, 19, 24-28, 31-37, 41-45	45
Street Reporter	1-2, 5-6, 9-13, 17, 19, 24-28, 31-35, 37, 41-45	31
Street Reporter	1-2, 5-6, 9-13, 17, 19, 24-28, 31-35, 37, 41-45	13
On-Air Personality	1-2, 5-6, 8-15, 17, 24-28, 32-33, 35, 37, 41-45	15
Chief Technical Producer	1-2, 5-6, 9-15, 17, 24-28, 32-35, 37, 41-44	15
Chief Technical Producer	1-2, 5-6, 9-15, 17, 24-28, 32-35, 37, 41-44	15
Media Account Executive-Outside Sales	1-2, 5-6, 10-13, 17, 24-28, 32, 35, 37, 40-45	45
Outside Account Executive	1-2, 5-6, 8, 10-13, 17, 24-28, 32, 37, 41-45	45
Key Account Coordinator	1-2, 5-6, 10-14, 17, 24-28, 32, 37, 41-42, 44-45	45

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	African American Chamber of Commerce 2945 Gilbert Avenue Cincinnati, Ohio 45206 Phone : 513-751-9900 Email : info@african-americanchamber.com Marie Hughes	N	0
2	American Advertising Federation 602 Main Street, Suite 806 Cincinnati, Ohio 45202 Phone : 513.984.9990 Email : jthompson@aafcincinnati.org Judy Thompson	N	0
3	Brown Mackie College - Cincinnati Campus 1011 Glendale-Milford Road Cincinnati, Ohio 45215 Phone : 513-672-1901 Email : agarrison@brownmackie.edu Angie Garrison	N	0
4	Bureau of Indian Affairs 4149 Hightower Blvd Ste 380 Oklahoma City, Oklahoma 73108 Phone : 405-605-6051 Fax : 1-405-605-6057 Joy Martin	N	0
5	Cinci/Hamilton Cnty Community Action Agency 1740 Langdon Farm Road Cincinnati, Ohio 45237 Phone : 513-569-1840 EXT 2423 Email : ldearmond@cincy-caa.org Laverne Dearmond	N	0
6	Cincinnati Enquirer 312 Elm Street Cincinnati, Ohio 45202 Phone : 513-768-8334 Email : cgoetz@enquirer.com Christie Goetz	N	0
7	Cincinnati State College 3520 Central Parkway Cincinnati, Ohio 45223 Phone : 513-569-1565 Email : jordan.lockwood@cincinnatiastate.edu Jordan Lockwood	N	0

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8	Former Employee	N	2
9	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Online Source Manual Posting	N	1
10	Hyde Park Job Search Focus 1345 Grace Avenue Cincinnati, Ohio 45208 Phone : 513-871-0320 Email : info@jobsearchfocusgroup.com Fax : 1-513-871-3754 Larry Porter	N	0
11	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	1
12	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	3
13	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Online Source Manual Posting	N	8
14	Internal Posting	N	7
15	Internal Transfer/Promotion	N	3

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16	Media Recruiter Centennial, Colorado 80016 Phone : 303-400-5150 Url : http://www.mediarecruiter.com Email : art@mediarecruiter.com Art Scott	N	0
17	Morehead State University 322 Allie Young Hall Morehead, Kentucky 40351 Phone : 606-783-2233 Email : careerservices@moreheadstate.edu Ingrid McKinney	N	0
18	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0
19	NAACP 4439 Reading Rd Cincinnati, Ohio 45229 Phone : 513-281-1900 Email : naacp@fuse.net Fax : 1-513-281-4454 Lettie Reid	N	0
20	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Url : www.najb.org Fax : 1-301-314-1714 Ryan Williams	N	0
21	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	N	0

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22	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Email : info@nlgja.org Fax : 1-202-588-1818 Career Services	N	0
23	Native American Public Telecommunications Frank Blythe PO Box 23111 Lincoln, Nebraska Url : http://www.nativetelecom.org/ Email : native@unl.edu Frank Blythe	N	0
24	Ohio Association of Broadcasters 17 South High Street Suite 1010 Columbus, Ohio 43215 Phone : 614-228-4052 Email : oab@oab.org Patricia Geary	N	0
25	Ohio Baptist General Convention 818 S. Fred Shuttlesworth Cir Cincinnati, Ohio 45229 Phone : 513-281-5942 Email : jamespankey@fuse.net James Pankey	N	0
26	Ohio Center for Broadcasting 6703 Madison Cincinnati, Ohio 45227 Phone : 513-271-6060 Email : dclark@beonair.com Don Clark	N	0
27	OHIO ILLINOIS CENTER FOR BROADCASTING 5330 E. Main Street, Suite 200 Columbus, Ohio 43213 Phone : 614.655.5250 x5107 Url : www.funjobsonair.com Email : amoore@beonair.com Alvis Moore	N	0

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28	Ohio Means Jobs 895 Central Ave. 7th Floor Cincinnati, Ohio 45202 Phone : 513-852-3260 Url : www.ohiomeansjobs.com Email : PETERR@jfs.hamilton-co.org Rosemary Peterson	N	0
29	Radio 1 Broadcast School 700 3rd Street N. LL7 La Crosse, Wisconsin 54601 Phone : 800-889-2221 Email : director@radio1school.com Joe Deschler	N	0
30	Radio Online 3500 Tripp Avenue Amarillo, Texas 79121 Url : www.radio-online.com Career Services Manual Posting	N	0
31	Re-hire	N	2
32	Santa Maria Community Services 2918 Price Avenue Cincinnati, Ohio 45204 Phone : 513-587-6920 EXT 305 Email : Thanapat.vichitchot@santamaria-cincy.org Thanapat Vichitchot	N	0
33	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com Online Source Manual Posting	N	1
34	Super Jobs Center 1916 Central Parkway Cincinnati, Ohio 45214 Phone : 513-946-7200 Email : busemk@jfs.hamilton-co.org Kathleen Busemeyer	N	0

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35	The Clovernook Center 7000 Hamilton Avenue Cincinnati, Ohio 45231 Phone : 513-522-3860 Email : cgeiger@clovernook.org Chuck Geiger	N	0
36	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams	N	0
37	Thomas More College 333 Thomas More Parkway Crestview Hills, Kentucky 41017 Phone : 859-344-3386 Url : www.collegecentral.com/thomasmore Email : julie.mueller@thomasmore.edu Julie Mueller	N	0
38	UC - Clermont College 4200 Clermont College Drive Batavia, Ohio 45103 Phone : 513-732-5277 Email : bambermb@ucmail.uc.edu Beth Bambermb	N	0
39	University of Cincinnati - Blue Ash 9555 Plainfield Road Cincinnati, Ohio 45236 Phone : 513-745-5671 Url : www.collegecentral.com/ucblueash Angie Lucas Manual Posting	N	0
40	Unknown (source not adequately identified upon inquiry by SEU)	N	2
41	Urban League of Greater Cincinnati 3458 Reading Rd Cincinnati, Ohio 45229 Phone : 513-281-9955 Email : rshabazz@gcul.org Fax : 1-513-281-0466 Rocky Shabazz	N	0

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42	WCSU Cosby Mass Communication Center Wilberforce, Ohio 45384 Phone : 937-376-2911 Email : wcsu@centralstate.edu Jack Williams	N	0
43	Wilberforce University 1055 N. Bickett Road Wilberforce, Ohio 45384 Phone : 937-376-2911 Email : vjones@wilberforce.edu Victor Jones	N	0
44	Wilmington College Pyle Center Box 1306 Wilmington, Ohio 45177 Phone : 937-382-6661 EXT 299 Email : tammy_fraser@wilmington.edu Tammy Fraser	N	0
45	Word of Mouth Referral	N	24
TOTAL INTERVIEWS OVER REPORTING PERIOD:			54

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	11/4/2015	Participation in events sponsored by community groups	Our SEU's Program Director for WKFS gave a lecture to the American Marketing Association, Cincinnati Chapter, Young Professionals in Cincinnati, OH. He discussed the media industry and iHeartMedia, discussed his career path and answered questions for attendees.	1	Program Director
2	5/20/2016	Participation in events or programs sponsored by community groups	Our SEU hosted a community member for job shadowing with our General Sales Manager, for a day. She spent time observing the support staff, attended a sales meeting, attended a sales pitch, observed call sessions with clients, met on-air staff, and was able to ask questions regarding jobs in broadcasting and to seek career advice.	4	General Sales Manager Account Executive Sales Assistant Account Executive
3	5/24/2016	Provision of training to management	On May 24, 2016, our Assistant Program Director completed an online training program provided by iHeartMedia corporate entitled "Valuing Diversity," which covered EEO and non-discrimination issues	1	Assistant Program Director
4	5/25/2016	Provision of training to management	On May 23, 2016, our Chief Technical Producer completed an online training program provided by iHeartMedia corporate entitled "How To Hire the Right People," which covered EEO and non-discrimination issues.	1	Chief Technical Producer